



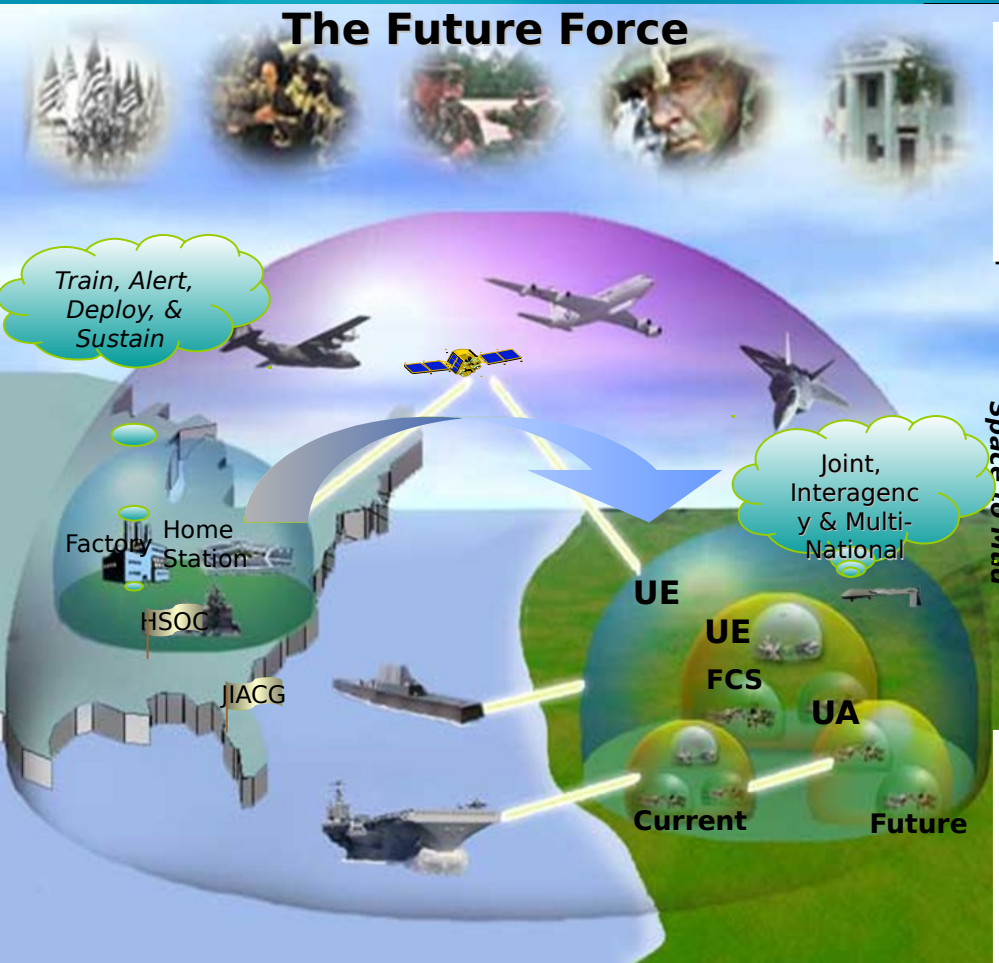
2005 Army Acquisition Workforce Conference

**“Transforming The Organizations,
Leaders, and Workforce Members of
Tomorrow”**

**Lieutenant General Joseph L. Yakovac, Jr.
Military Deputy To The
Assistant Secretary Of The Army
(Acquisition, Logistics And Technology)
3 March 2005**

Managing Complexity: Future Force Capabilities

The Future Force



"Factory to Foxhole"

↑ **Future Force Characteristics - Responsive, Deployable, Agile, Versatile, Lethal, Survivable, Sustainable...**

↑ **A New Way of Joint Warfare**

- ▢ Dominant Situation Awareness
- ▢ Networked Weapons Systems
- ▢ Joint Interdependence to Small Unit Level

↑ **More Strategically Responsive Land Force**

- ▢ Lighter, More Air and Sea Transportable
- ▢ Reduced Sustainment Footprint/ Reachback/3 Days Combat w/o Re-Supply

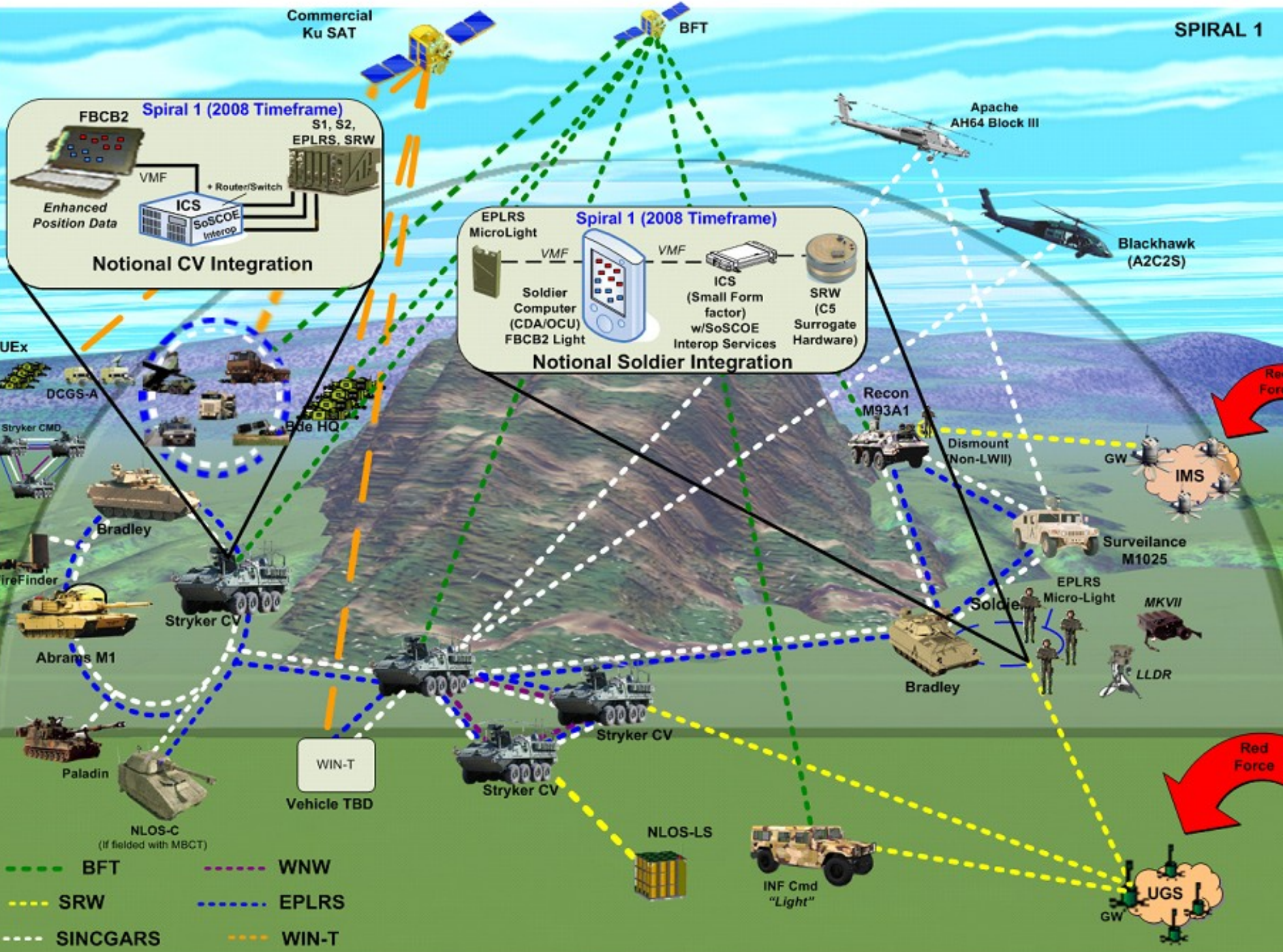
↑ **Technology Enabled -**

↑ **Capabilities Enabled -**

**See First
Understand First
Act First
Finish Decisively**

Supports National Security and Military Strategies



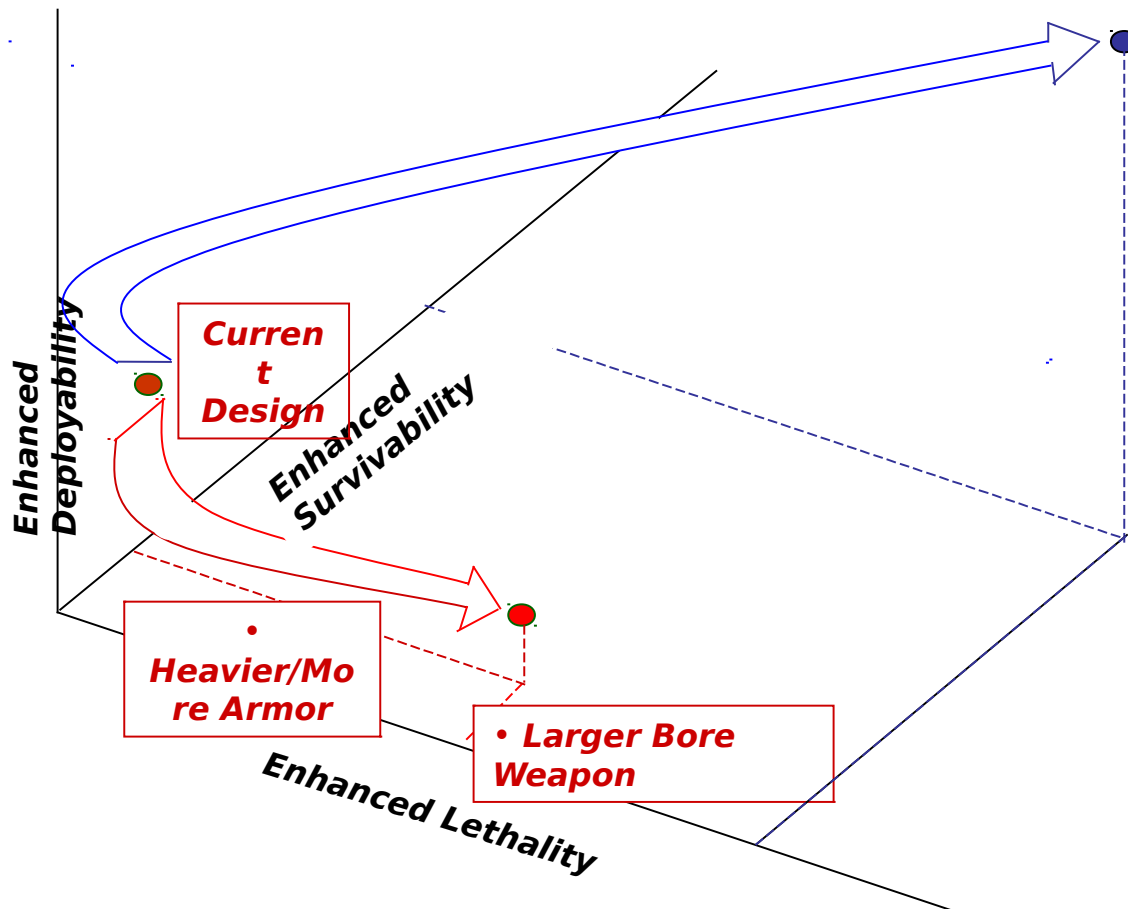


Survivability

Leading to New Design Paradigm

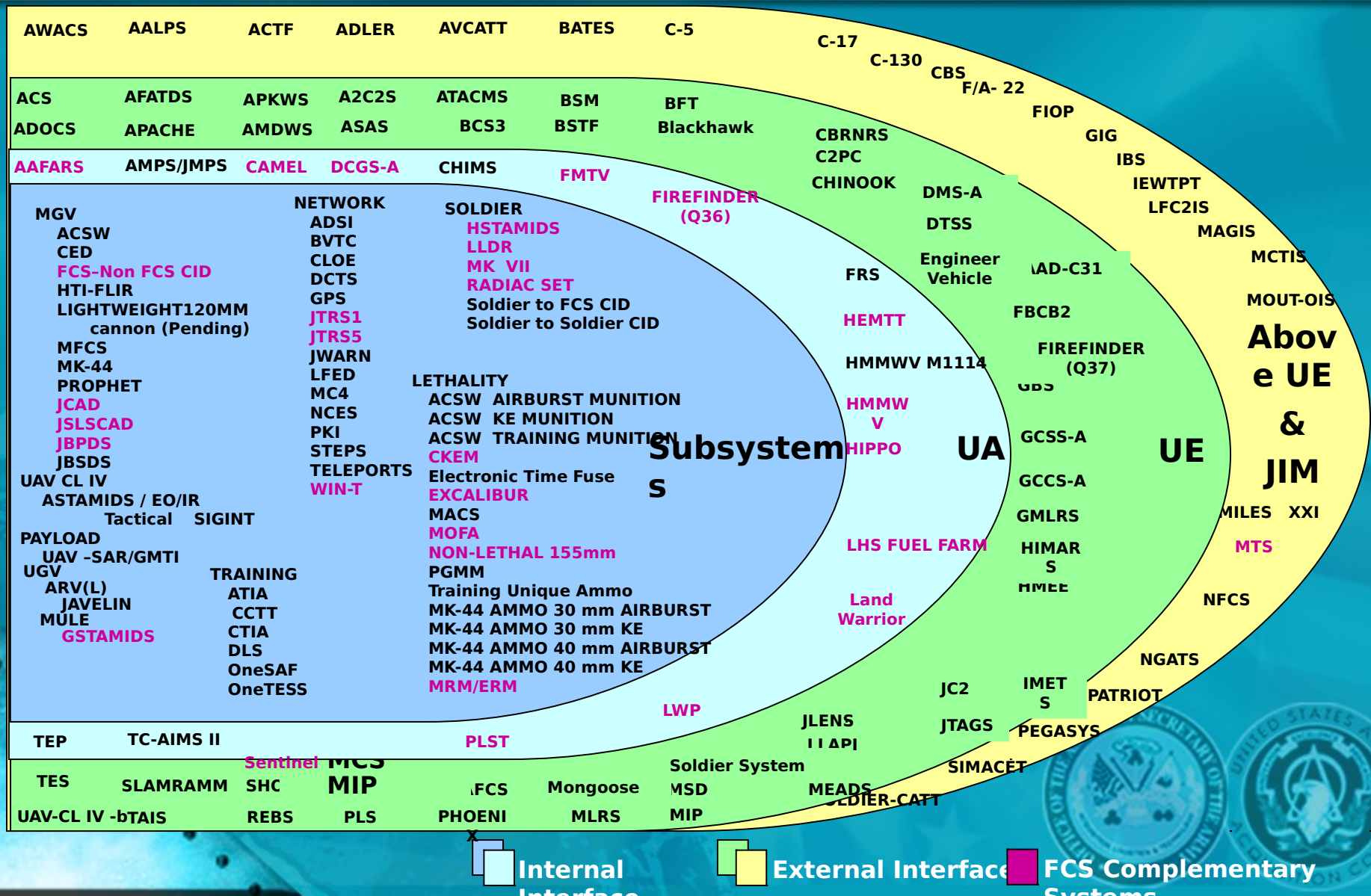
**Conventional Design Process
Improves Survivability at a Loss in
Deployability**

**New Design Paradigm Improves
Both Survivability and
Deployability**



- **Training, Simulation & Experimentation**
 - Multi-skills
 - Embedded Training
 - Live, Virtual and Constructive
- **Situational Awareness**
 - Network/Communications
 - Sensors
 - Information Processing
 - Decision Aids
- **Survivability Design**
 - Armor
 - Active Protection
 - Signature Management
 - Deception and Countermeasures
- **Vehicle Attributes**
 - Speed/Agility
 - Size and Shape...Terrain Masking
 - Manned/Unmanned
- **Lethality**
 - Weapons Mix
 - Engagement Distances

FCS Complementary/Associated Systems Interfaces



Era of Uncertainty



- Relevant ∞
- Ready

Balance Army Core Competencies And Capabilities

- Train And Equip Soldiers And Grow Leaders
- Provide Relevant And Ready Land Power Capability
- To The Combatant Commander And The Joint Team

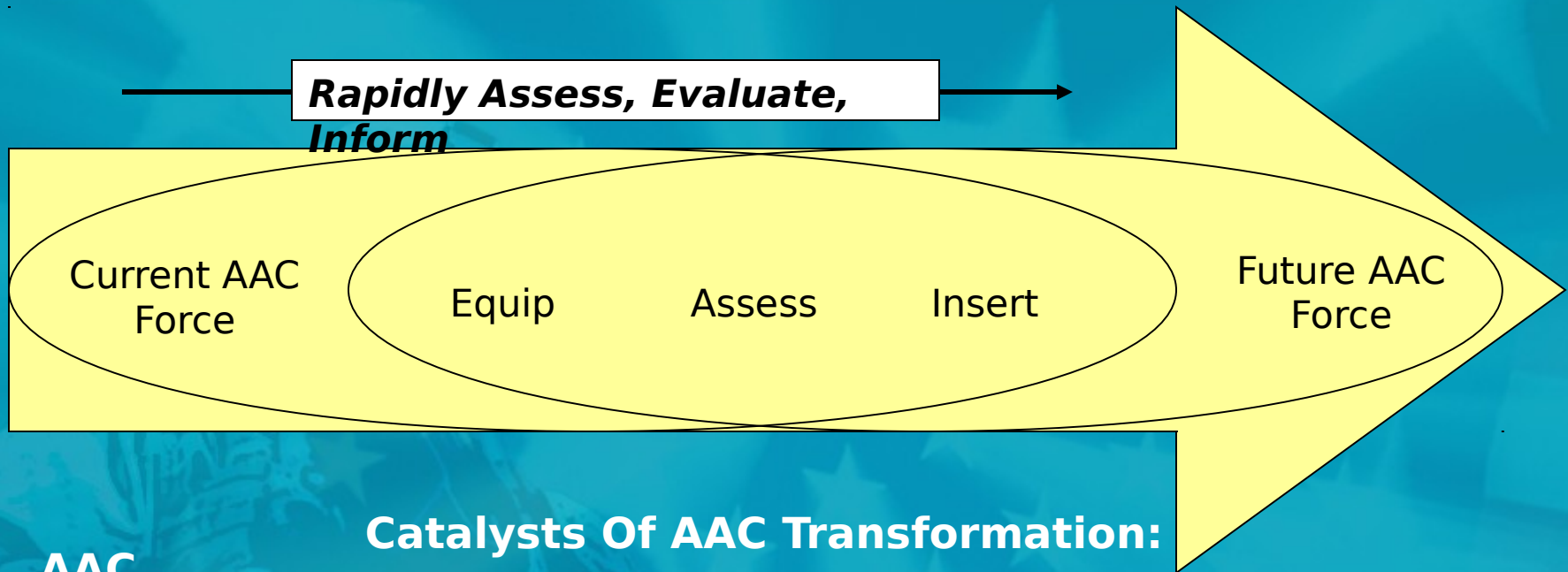


AAC Transformation Strategic Goal

**Align And Horizontally Integrate
AAC With The Overall Army
Transformation Campaign**



Acquisition Corps Transformation



Catalysts Of AAC Transformation:

AAC

Operational Support/Evolving/Adaptive Enemy/Threat

Perceived As



Institutional Army

(Needs To Change)

- Increased Agile And Decisively Lethal US Army
- Rapid Rate Of Technological Change
- New Demands For Full Spectrum Acquisition Support And Substantial Technical Reach-back
- Increasing Dependency On Global Industry, Commercial Solutions, And Contractors On The Battlefield

Transformed
Core ALT
Capability



Transformation Strategic Objectives...

- **Establish An Army ALT Core Capability**
- **Develop Flexible Well-Rounded Leaders Prepared To Lead As Required**
- **Develop An Expert, Relevant, Ready Workforce**



First Year Transformation Focus...

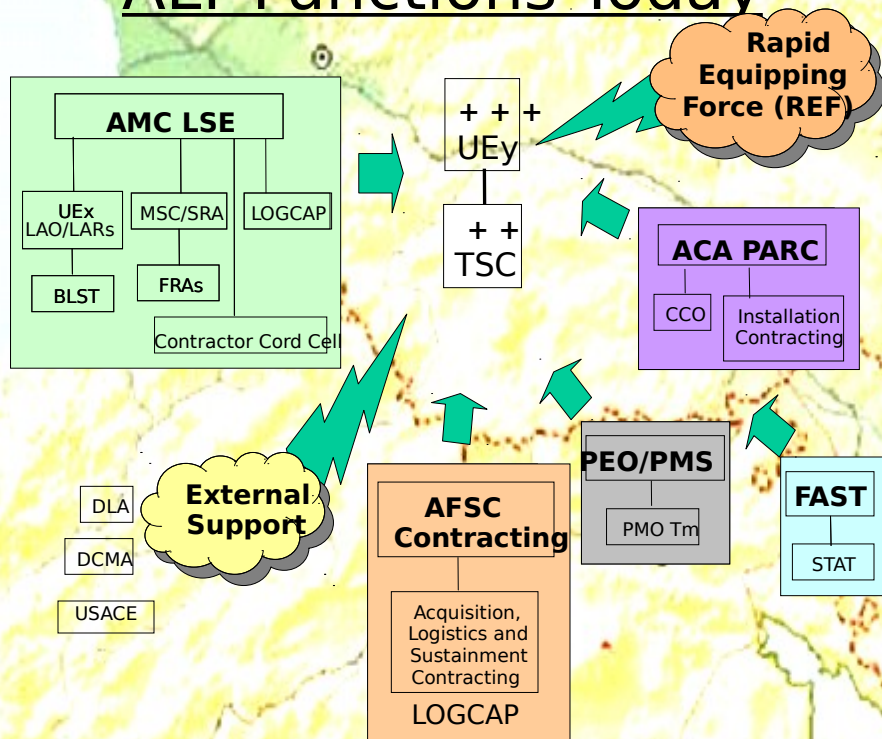
- **Launched Our Campaign And Took The Low Lying Fruit**
- **Formalized Strategic Alliances**
- **AAC As A “Player – An Army Capability”**



What Needs to Change...

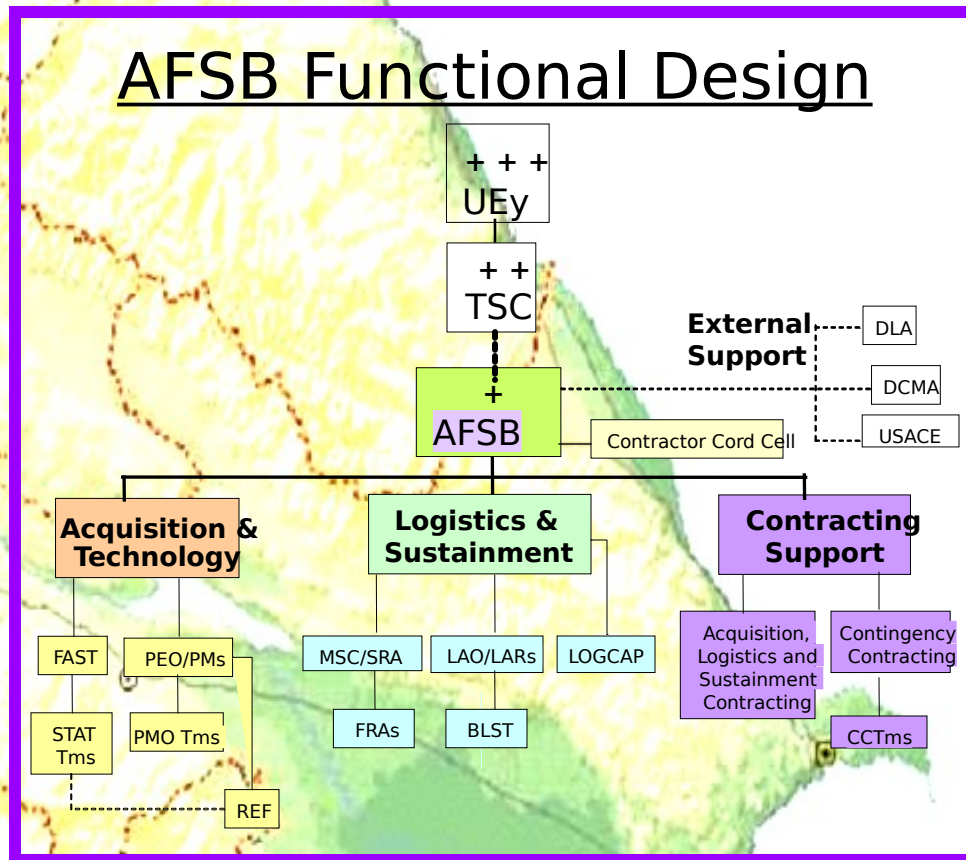
Today

ALT Functions Today



Tomorrow

AFSB Functional Design



ALT Capabilities

GENERATING FORCE

OPERATING FORCE

AAE

ASA(ALT) MIL DEP
DCG ACQ & TECH

AMC

DCG OPNS &
READINESS

USASAC

RDECOM

RDEC

Field Assistance
in Science &
Technology

**Life Cycle Management
Commands
Aviation / Missile**

**Communications /
Joint Functions
Soldier/Ground
Systems**

PEO/ PMs

LIFE CYCLE SUPPORT

AFSC

AFSB(X4)

**T
S
C**

**W
A
R
F
I
G
H
T
E
R**

Contracting

**Materiel
Management**

**Industrial
Enterprise**

LARs

Developmental
Engineering
Tech Insertion

Sustainment
Engineering
Insertion

...A Seamless

Sustainment Flow

Acquisition Flow

Focus For This Year...



- **Implement New Programs**
- **Reshape Military ALT Footprint**
 - Goal: Increase Military Footprint From 33% To 55% In Support Of Program Management
 - Commitment: Total Realignment To Fill New AFSB Design, No Bill To The Army
 - Intensive MAPL Scrub: All Positions Must Meet Scrutiny And Develop Leaders
 - Build An ALT MOS Series (XXC, XXA, XXL)
- **Revitalize Role Of Workforce Leaders And Supervisory Personnel (New Role As Frontline Change Agents)**

However, Job 1 is Supporting our Deployed Forces!



Focus For This Year (cont.)

- **Institutionalize Change**

- Design ALT Proponency
- Develop Branch And Gain Approval
- Develop System Approach To ALT Support Of The Fight
- Take Part In Mainstream Army Processes
- Devise “New” Allocation Rules To Size Our Workforce
- Form Up On Common Documentation And Get Arms Around Who We ARE-- To Include The “L”

- **Communicate Changes And Make Access To New Tools Workforce Friendly**

- **Educate The ALT Workforce, The Army, And Sister Services**

However, Job 1 is Supporting our Deployed Forces!



What Do I Expect from You?

- **“Be” Change Agents**
- **Know And Understand My Transformation Intent And Focus**
- **Lead By Example**
- **Reflect Transformation In Your Professional Goals And Contributions**
- **Be Informed And Inform**
- **Be Involved In Shaping The Future**



How Can You Do What I Ask?

- **Communicate With Your Change Leadership Team Representatives**
- **Collect And Provide Feedback**
- **Help Implement Transformation Initiatives**
- **Disseminate My Messages Up, Down, And Across**
- **Coach Superiors, Peers, And Subordinates**
- **Reflect Transformation Goals In Your Appraisal Support Form**
- **Embrace Change And Lead By Example**



My Challenge to ACMAs

- **Actively Recruit:**
 - At Least Two Applications For PM Command
 - At Least Two Applications For SSC/Equivalent
 - At Least Two CDG Applications
- **Get Involved In The Civilian Regional Rotational Developmental Assignment Program In A Formal Way (Contact Your Regional Director)**
- **Get Involved In Other Transformation Initiatives Within Your Communities (Hands On)**



Make a Difference



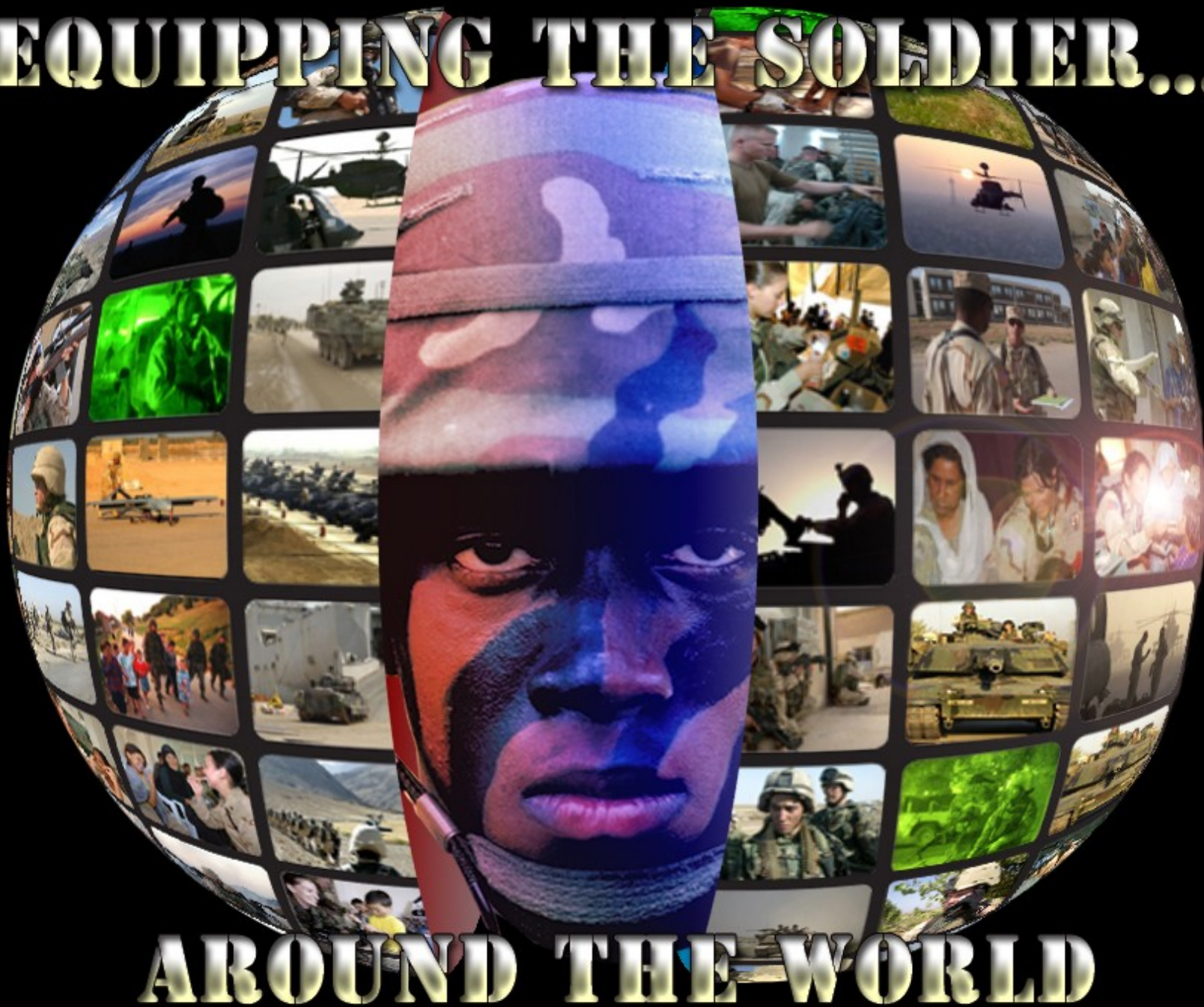
**Our Organizations, Leaders, And
Workforce Cannot Be Developed
In Isolation**

**Transforming Who We Are Is A
Team Sport**

**I Challenge You To Make A
Difference!**



EQUIPPING THE SOLDIER...



AROUND THE WORLD